



**Sinneave**

FAMILY FOUNDATION

10 YEARS

# *Ten Years of Impact*

JUNE 2018



## Message from the President and Board Chair



Tanya McLeod



Garry R. McCulloch

Dear friends,

Thank you for your remarkable support of The Sinneave Family Foundation (Sinneave). As we celebrate our 10th anniversary this year, we are very pleased to share a selection of accomplishments from our first decade of operation through this inaugural Impact Report. We hope and trust that you see yourself and the numerous advances of our collective work through the story of shared impact represented in this report, and we invite you to join us on our journey through our next decade of operation.

What we have learned over the last ten years through investments in research, training, programs, and services has contributed to what we believe today – that early intervention in adulthood will have a significant impact on the well-being and outcomes of individuals with autism

### A note on autism language

There are varied preferences in the autism community regarding the use of 'person first' language as compared to 'identity first' language. The Sinneave Family Foundation acknowledges that language evolves and preferences are personal, and we aim to be inclusive of all stakeholders.

For the purpose of this report, we have included both person first ("individual or person with autism") and identity first ("autistic") language and we hope that our broad audience sees themselves in our work.

and their families. There remains a services cliff during the critical transition to adulthood, with limited supports for some and no supports for others; but we can and will continue to climb this cliff and address these gaps.

Sinneave remains committed to enhancing transition support for emerging adults with autism. We will target our energy and resources to share promising practices, build system capacity and foster policy development with a focus on continuing education, employment, and independent living. We will continue to work with individuals, families, communities, and systems and will collaborate across broad networks seeking opportunities to work together and to exchange ideas, learnings, promising practices, and knowledge.

Our ten-year anniversary is a perfect opportunity to acknowledge and thank Sinneave's past and present Board of Directors and to recognize our dedicated staff for the incredible job they have done in expanding the organization's reach while strengthening its programs, services, and networks. It is also an opportune time to recognize and thank our predecessors for their work in building a strong, credible, and influential organization and for inspiring a bold vision. We consider it a privilege to lead the organization into the future and will move forward with urgency, as we remain patient for lasting change.



**Tanya McLeod**, MHA, CHE, President



**Garry R. McCulloch**, CIM, Board Chair

# *Ten Years of Impact: A report to the Community*

## THE NEED

Autism Spectrum Disorder (autism) is a life-long, complex neurodevelopmental disorder that refers to a wide range of conditions characterized by social and communication challenges which can greatly affect an individual's functional, physical, and mental health. The prevalence rate of autism has increased 100% in the last 10 years. It is now the fastest growing and most commonly diagnosed neurological disorder in Canada. According to the Public Health Agency of Canada's March 2018 report of the National Autism Spectrum Disorder Surveillance System, 1 in 66 Canadians aged 5–17 have autism.

## THE URGENCY

Two-thirds of individuals with autism do not graduate from high school and fewer than 5% complete post-secondary education (A.J. Drexel Autism Institute's National Autism Indicators Report). According to the 2012 Canadian Survey on Disability, adults with autism also have the lowest rates of employment at only 14% in comparison to the general population. Many adults with autism continue to live with their parents into middle age. These staggeringly poor outcomes directly affect individuals, families, our communities, and our social support systems.



The Ability Hub

## THE HOPE

In 2008, Mr. Jim Sinneave, a successful Alberta business owner, provided a significant financial gift on behalf of his family, with a vision of improving the lives of individuals and families living with autism. Since then, The Sinneave Family Foundation (Sinneave) has focused its efforts specifically on the transition to adulthood with a goal of improving outcomes in education, employment and independent living. Since 2011, Sinneave has operated The Ability Hub on the University of Calgary Campus. The Ability Hub design addresses the sensory challenges experienced by many individuals with autism. It is a true hub of innovation, collaboration, and connection to our local community.



Providing information and navigation support to families.

"Ten short years ago, families in our community reported a void of resources, programs and services to address the needs of individuals and families living with Autism particularly through the youth and adult years. Through strong partnerships between Sinneave, Autism Calgary and other key partners, introductory programs and services are emerging. Emerging programs have introduced individuals and families to a new found sense of hope."

—LYNDON PARAKIN, Executive Director,  
Autism Calgary Association





Informed by families



Working with Autistic individuals to reach their goals

## OUR PHILOSOPHY

We believe that bringing together different perspectives beginning with individuals with autism and their families is vital to understanding needs and helps us to make informed choices about where to focus our work. We know it is ambitious to focus on improving the transition to adulthood. There are no easy solutions to complex challenges and we know we cannot do this alone. We believe that working in networks and openly sharing our work, is foundational to creating lasting community impact.

“The Sinneave Family Foundation (Sinneave) has helped advance autism research and innovative clinical care in the province. Sinneave has also made strategic investments that help mobilize other partner funding.... The partnerships and strategic investments by Sinneave have supported clinical innovation, training and capacity building, research and innovation, and provided hope and opportunity to youth with ASD transitioning to adulthood.”

—DR. LONNIE ZWAIGENBAUM, MD, FRCP(C)  
Stollery Children’s Hospital Foundation Chair in Autism,  
Divisional Director, Division of Developmental Pediatrics,  
Professor, Department of Pediatrics, University of  
Alberta, Site Medical Lead for Child Health, Glenrose  
Rehabilitation Hospital

## OUR APPROACH

We seek to improve outcomes in education, employment, and independent living for individuals with autism. Our work to date has led to a deeper understanding of the many elements that form an ecosystem of support for these outcomes. We continue to work with autistic individuals, families and our partners locally, provincially, and in communities across Canada to build capacity, share promising practices and foster policy development.

## OUR LEGACY

In 2018, Sinneave celebrates 10 years of impact. Our agenda remains ambitious; our successes have energized us and our failures have taught us to adapt. This milestone offers an opportunity to pause and reflect on our mission, shine a spotlight on some of our achievements and express appreciation to the many families and partners we have had the opportunity to collaborate with over the last decade.

## SHINING A SPOTLIGHT

The voices of those directly impacted by autism have influenced our priorities. In this report, we proudly share a selection of key accomplishments that have delivered significant impact locally, provincially, and nationally over the last decade.

**Our legacy will be measured through shared IMPACT.**



## Transition Planning, Information, Navigation and Skill Development

The transition to adulthood is a pivotal time that sets the trajectory for the majority of an individual's lifespan. With the aim of improving the transition to adulthood for individuals with autism, Sinneave supports families to create transition plans, provides access to reliable information as well as help finding resources. The development of specific skills sets is an important part of readiness for adulthood. Sinneave creates opportunities for skill development through a variety of programs and activities in the community.

### RESOURCE CENTRE

The goal of creating a Resource Centre at The Ability Hub with a province-wide mandate was to ensure that individuals, families and professionals had access to current, comprehensive and credible information as well as service navigation. Since 2010, the Resource Centre has supported over 4000 families, individuals, and professionals online, by phone or in person providing information, navigation, and peer support. Resource Centre Ambassadors attend a variety of events that have helped to build strong relationships in the local community. The Resource Centre has hosted over 60 workshops for parents and professionals, with over 1700 attendees, where experts on a variety of autism related topics come to speak on topics of interest. Over the past year, Sinneave has formed a partnership with Alberta Health Services – Community Education Services to

expand the reach of workshops by providing web-based access. In partnership with Autism Calgary and Autism Edmonton, the vision of a province-wide networked approach to autism related information and navigation is becoming a reality.

I have a diagnosis of autism and am not sure where to turn.

"My son has benefited from the wonderful services at The Ability Hub through The Sinneave Family Foundation. The most important part for me was that from the very first moment we walked through the doors at The Ability Hub we were welcomed with open arms, and we felt like we were no longer alone trying to figure out this journey called LIFE."

—PARENT OF A PROGRAM PARTICIPANT

### LAUNCH SERVICES

The path to independence for young people living with autism can be a complex multi-year process. In the same way that many autistic individuals benefited from early intervention support in childhood, we believe that early intervention support for emerging adults will significantly improve outcomes in adulthood. In 2011, we began the Launch project to address a gap in transition planning for adulthood, including education beyond high school and employment. The lessons learned from working with over 500 families continues to inform the evolution of the Launch suite of services.

How can I prepare my child with autism for adulthood?

"We were overwhelmed and didn't know where to start! Launch helped us to break-down the transition into manageable steps, and suggested very helpful resources for our son."

—PARENT OF LAUNCH PARTICIPANT



**4000** families, individuals and professionals provided navigation support



**60** workshops hosted by the Resource Centre  
← **1700** attendees



**500** families actively engaged in personalized transition planning



## LAUNCH INTO LIFE! WORKSHOP SERIES

The Launch team created group-based transition planning workshops called **Launch into Life!** to provide families the opportunity to connect face-to-face in a supportive group setting. The workshop delivery model has had rapid uptake by other organizations who are now

delivering workshops across Alberta, British Columbia, Ontario and Manitoba. Sinneave continues to expand the reach by providing workshop training, freely available materials, and support for geography specific changes to the resources section of the workshop guides which are available on our website.

We feel so alone,  
how can we  
connect with others  
who are on a similar  
journey?



Supporting individuals and their families

## LAUNCH ONLINE PLATFORM

In 2017, we began the development of **Launch Online** with a goal of improving access to transition planning, information and community-based navigation. The first five online modules went live in March 2018 and include:

- Your Child
- Your Transition Team
- Priorities and Challenges
- Transition Tasks
- Your Action Plan

What if I am  
not able to attend a  
workshop in person?

## LAUNCH + SKILLS

A significant number of individuals with autism do not qualify for government funding supports when they leave high school. This “services cliff” contributes to poor outcomes in adulthood.

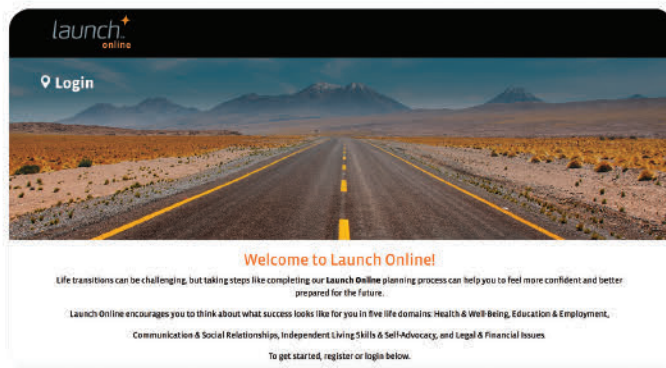
In February 2018, **Launch + Skills** began supporting 15–25 year olds who have active goals in continued education, employment and/or independent living. This service combines transition planning with individualized skill development in a highly customized program. Unique features include ongoing enrollment, personalized action plan development, 1:1 coaching sessions, workshops for participants and parents, community-based skills coaching, and café style meet ups.

There are no  
supports available—  
what if my adult  
child is not quite  
ready to make the  
transition?

We hope to work with another 500 families in the next five years, and track outcomes in the areas of education, employment and independent living, to guide our approach and increase our understanding of supports that lead to success. Our goals are to develop promising practices, improve longer term results, and ultimately build a policy case to better support emerging adults with autism.

“We appreciate the interest beyond Calgary in the Launch suite of transition planning tools and services. It’s been a pleasure to work with a number of organizations to adapt materials for local use across multiple provinces.”

— DR. KATELYN LOWE, Chief Strategy Officer,  
The Sinneave Family Foundation







A Little Somethin' Café

"These kids can surprise you when they are in an environment that is so supportive. Maybe they are going to blossom even more than you thought they could."

—PARENT OF PURSUITS PARTICIPANT

## PURSUIITS AND RECRUITS

Sinneave worked in partnership with local autism service provider Society for Treatment of Autism (STA) from 2011 to 2017 to build and deliver Pursuits (skill development) and Recruits (work experience) programs focused on employment readiness. During that time, 588 unique individuals accessed these programs at The Ability Hub. Additionally, these programs have influenced the development of similar programs in Medicine Hat, Alberta; Regina, Saskatchewan; and Winnipeg, Manitoba.

In January 2018, STA moved these programs from The Ability Hub into the community, fully independent of Sinneave funding. This represents significant shared success in building sustainable programs within the Calgary community.

"The funding provided by Sinneave Family Foundation assisted Society for Treatment of Autism (STA) to expand our service offerings across the life span... As an agency, we have always strived to fill gaps and serve the entire spectrum, regardless of age or level of impairment. With the support of the Sinneave Family Foundation, we were able to realize this goal."

—DAVE MIKKELSON, Executive Director, STA

## A LITTLE SOMETHIN' CAFÉ

In 2012, Sinneave saw an opportunity to utilize an available food kiosk on the main floor of the Child Development Centre as a training and employment readiness site for adolescents and adults with autism. Working with the University of Calgary and Chartwell's Catering Services, and with endorsement from the building occupants, we created a small café called A Little Somethin' that would serve tenants and visitors to the building. The Café continues to provide training and work experience opportunities to individuals with autism who are at various stages of employment readiness. So far, 24 individuals have participated in the Café program and 12 have progressed to employment in the community.



**588** individuals accessed STA programs at The Ability Hub



**24** individuals participated in the Café program



**12** Café trainees found employment in the community



## WORKTOPIA

Worktopia is a unique, federally funded national initiative designed to improve the employment futures of youth and young adults living with autism. This is a four-year project sponsored by The Sinneave Family Foundation and Autism Speaks Canada in partnership with the Government of Canada Opportunities Fund for Persons with Disabilities Program.



**Sinneave**  
FAMILY FOUNDATION



**AUTISM SPEAKS CANADA**

**Canada**

### Worktopia National Network

Worktopia is a national network of leading service organizations working on a common agenda, delivering programs, collecting shared data and reporting national outcomes. Sinneave has provided support to this network as the funding manager, and in program development and implementation, evaluation, data collection/analysis, communications, and knowledge exchange.

We have facilitated two national Worktopia Connects events that brought participating agencies together to build relationships, discuss promising practices, and advance program sustainability. Worktopia Connects events were held in Vancouver in 2016, in Halifax in 2017, and a third is planned for Toronto in the fall of 2018.

### Worktopia Knowledge Exchange

The Worktopia data has been compiled to produce a number of publications, research snippets and knowledge tidbits that are shared publicly on our website and are contributing to a growing field of knowledge and experience in the area of employment.



Research Snippet



Knowledge Tidbit



**WORKTOPIA™**

Opportunities that matter.

### Worktopia Regional Partner Sites





## WORKTOPIA FINDINGS

Findings from Worktopia are demonstrating positive impacts on individuals, families, employers and communities. Since early 2015, Worktopia has served over 700 participants and more than doubled the employment rate reported in the 2012 Canadian Survey on Disability for individuals with autism. Gains in work readiness skills, social-communication skills and mental health are evident, and collectively we have logged over 12,000 volunteer community service hours, and 12,500 job sampling hours nationwide.



**WORKTOPIA™**

*Opportunities that matter.*

Since early 2015

**275**

EMPLOYERS  
ENGAGED



Leisure  
& Hospitality



Trades



Arts  
& Entertainment



Manufacturing



Retail



Education,  
Health & Wellness

VARIETY OF INDUSTRIES



**Bridges built to the**  
community engagement  
employment services system



**453** organizations in the  
community have **enhanced**  
awareness and capacity

## Results show that



**100%** of employers agree  
that **job sampling tasks met**  
standards and expectations



Participants have experienced  
**significant positive changes**  
in self-esteem, mental health  
and well-being



**93%** of employers agree that  
the programs have **increased**  
their **likelihood to hire**  
autistic individuals



Participation in the program has  
prompted **increased enrollment**  
in higher education



For individuals ages 18-29 years  
and not attending high school.

**51%**  
EMPLOYED

of participants contacted by  
phone 12 months following  
the program **were employed**



Participants **work related**  
**social understanding**  
increased as did **acceptance**  
from **co-workers**



For individuals ages 15-21 years  
and still in high school.



**8/10** participants  
**formed new friendships**



Parental expectations for  
their son or daughter were  
**positively influenced**



## Partnerships and Networks

It is ambitious to focus on improving the transition to adulthood, and we know we cannot do this alone. Through our first decade of operation we have worked to develop key partnerships and networks that extend our reach and strengthen our shared outcomes. We collaborate with families, agencies, industry, academic communities, government, and many others to identify gaps, develop, evaluate and share promising practices, build community capacity and inform policy.

### METICULON

Meticulon is a highly successful consulting practice that engages autistic adults in software testing and quality assurance work. Sinneave has hosted Meticulon at The Ability Hub since inception, and contributed to its start-up and operation in partnership with the Government of Canada.

Highlights of the past 5 years include:

- 51 people with autism have been employed in Information Technology jobs across Canada.
- Meticulon has been replicated in 3 other Canadian cities using a free, open-source franchise toolkit.
- Neurowrx.org was founded with 4 other organizations and 23 founding members worldwide with a goal to create 5,000 jobs in STEM (Science, Technology, Engineering, Mathematics) together by 2022.
- Meticulon Assessment System (MAS), the first spin-off business, was created to assess, train, and mentor youth to be employment ready.

"We share Sinneave's on-going commitment to identifying, fostering, and propagating life-bettering practices for people with autism, their families, and the community at large. Meticulon and Sinneave have been able to begin to change how the business world views neurodiversity and the "Autism Advantage for Business" is becoming known and valued. The vital outcome for people with autism and their families has been hope - hope for a meaningful, fulfilling life of not only just a job but also a career."

"Sinneave is our family and, if we weren't a part of this wonderful organization, we would be truly orphaned."

—GARTH JOHNSON, CEO, Meticulon

### INDEPENDENT LIVING

Since 2012, Sinneave has been connected with parents working to advance family-driven housing solutions for autistic adults through the Alberta Provincial Supported Independent Living Committee and the Aspires Housing Group of Calgary.

Aspires has grown to include over 100 families from the Calgary area, forty of whom are actively exploring community-based housing opportunities. Sinneave supports the work of Aspires by identifying potential housing opportunities and connecting interested Aspires families with landlords and service providers to develop models of supported independent living. Aspires has recently supported the development of two family-directed community homes where six autistic adults live.

A key question that parents of autistic individuals worry about is 'what will happen to my adult child when I'm gone'?

"Three terms that describe what Sinneave provides Aspires are Credibility (because the credibility of the Sinneave Foundation has made our efforts more visible), Expertise (through the support of the Sinneave "housing Ambassador"), and Continuity (because many of our families have come to us through other programs offered at The Ability Hub).

—DR. BONNIE KAPLAN and DR. RICHARD CONTE  
Co-Chairs Aspires Housing Committee of Calgary and  
AB Provincial Supported Independent Living Committee



## PUBLIC POLICY

Sinneave has worked with the University of Calgary's School of Public Policy since 2013, and has been a catalyst in the building of the Neurodevelopmental Disability Policy Research Program. The School conducts research to evaluate the socioeconomic impact of developmental disability programs and interventions to inform policy around allocation of funding. Five published papers have been developed and made available publicly through this partnership.

In May 2017, with sponsorship from Sinneave, The School hosted an employment focused policy event which featured presentations and facilitated discussions between key stakeholders including individuals with lived experience and their families, caregivers, vocational training professionals, not-for-profit organizations, municipal and provincial government representatives, employers, and academics. A second employment event, focused on employers, is planned for June 2018.

## VOCATIONAL ABILITIES INNOVATION LAB

Led by Dr. David Nicholas, and supported by Sinneave, the Vocational Abilities Innovation Lab (VAIL) is based at the Faculty of Social Work, University of Calgary. It offers research and capacity building, with a focus on vocation and well-being among individuals with autism and their families.

Priorities of VAIL have included evaluating the Worktopia national initiative, contributing to autism employment advances and a promising practices network, a national job coaching trial, a study including persons with lower IQ and limited verbal capacity, documentation of the needs of adults with autism and additional barriers (e.g., poverty, new Canadian status, gender diversity, etc.), and the manualization of job coach training for widespread sharing. The aim of this work is capacity building, with the objective of practice and policy advancement and the ultimate hope of better opportunities and quality of life for people with autism and their families.

"As a result of the vision of the Sinneave Family Foundation and our collective work together as well as with partners across Canada, substantial gains have been made in employment possibilities for youth and adults with autism."

— DR. DAVID NICHOLAS, Professor, Faculty of Social Work, University of Calgary



Policy Papers – School of Public Policy

## CHAIR IN AUTISM TREATMENT AND CARE RESEARCH

In 2012, Sinneave partnered with the Canadian Institute of Health Research, Autism Speaks Canada, the Canadian Autism Spectrum Disorders Alliance, Health Canada and Kids Brain Health Network (formerly NeuroDevNet) to create a Chair in Autism Treatment and Care Research at York University. Dr. Jonathan Weiss as the inaugural chair was dedicated to studying ways to improve the mental health and well-being of people with autism and their families.

"The Sinneave Family Foundation's support allowed me to forge new paths in bringing to light and addressing the mental health needs of people on the spectrum and their families. Sinneave has led the way in pioneering grass-roots initiatives that improve the lives of people with autism across the life course and the spectrum, in ways that are meaningful to them and their families; life skills support, family wellness, employment, community capacity building, and transitions, are just a few examples. The Sinneave Family Foundation is a critical resource for the community and the country."

— DR. JONATHAN WEISS, Ph.D.,  
Associate Professor, Faculty of Health –  
Department of Psychology, York University



## Knowledge Exchange

Sinneave defines Knowledge Exchange as: The exchange of ideas, lessons learned, promising practices and data in response to the needs of emerging adults with autism and family health that support our ability to move knowledge into action.

We would like to acknowledge the many unique contributions made by autistic individuals, families, researchers, and professionals to the body of knowledge that we actively share. We draw on existing practice, spark conversations in various settings, and facilitate the sharing of evidence based knowledge and promising practices in the field of autism and across sectors. When we pool our collective knowledge, we learn from each other and find better ways forward.

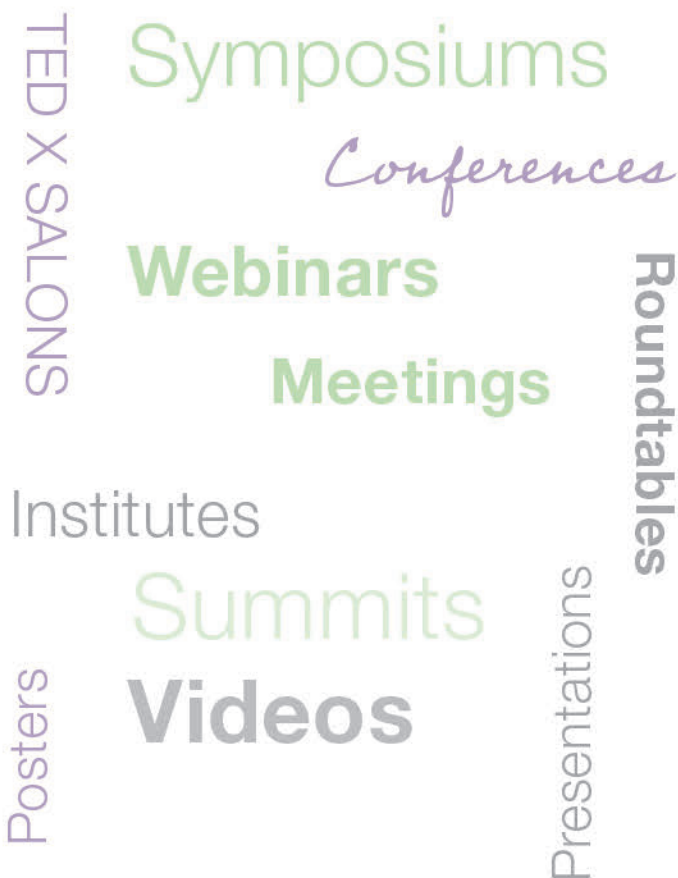
## ENABLING KNOWLEDGE EXCHANGE AND COMMUNITY OUTREACH

Sinneave has enabled over 75 knowledge exchange and community engagement activities or events and provided sponsorship to numerous conferences and initiatives with the goals of building capacity, sharing knowledge, and fostering policy development. Two examples follow:

In response to an expressed need from many families for social skills interventions, Sinneave was a catalyst in bringing the evidence-based PEERS® (Program for the Education and Enrichment of Relational Skills) program to Calgary, enabling train-the-trainer sessions for 72 community-based professionals. Sinneave partnered with Dr. Adam McCrimmon and his Autism Spectrum Education Research Training (ASERT) group at the University of Calgary as part of this community capacity building initiative. ASERT has trained 12 facilitators and an additional 10 behaviour coaches and has delivered the teen program to more than 150 individuals and the adult program to more than 50 individuals.

In the early days, Sinneave also heard from families about long waitlists for diagnosis and a shortage of trained professionals. In response to this need, Sinneave partnered with Dr. McCrimmon and supported 40 Autism Diagnostic Observation Schedule (ADOS) and Autism Diagnostic Interview (ADI) training sessions across Canada and New Zealand to 1200 professionals including: Psychologists, Psychiatrists, and Speech-Language Pathologists, Occupational Therapists, Pediatricians, and Doctoral students in related disciplines.

## Community Outreach



"Sinneave is a resource unlike any other in Canada. The Resource Centre and initiatives supported by the organization have resulted in a central hub of individuals driven to enhance understanding of and support for those with Autism. My work would not be able to function anywhere near its capacity without the partnership."

—DR. ADAM MCCRIMMON, Associate Professor, Werklund School of Education, University of Calgary



## SINNEAVE SCHOLARSHIPS AND AWARDS

We believe in increasing access to opportunities to make progress in the field of autism by investing in students, autistic individuals, families and communities through our annual scholarships and awards.

### *Impact:*

#### **Dr. Fraser Mustard Scholarships**

This award is for “advancing knowledge in the field of autism”. It is awarded to an eligible Albertan pursuing an academic program in a field that supports and furthers the knowledge and/or research of Autism Spectrum Disorders.

*Dr. Fraser Mustard served as a founding Sinneave Board Member from 2008-2011. Dr. Mustard, who passed away in 2011, called worldwide attention to the importance of the early years of life and that early childhood experiences shape human development across the lifespan.*

“I hope my research will lead to improved social inclusion of individuals with autism across a range of communication and cognitive presentation.”

— DR. FRASER MUSTARD SCHOLARSHIP RECIPIENT,  
Pursuing MSW, Faculty of Social Work, University of Calgary

#### **Richard Haskayne Scholarships**

This award is for eligible autistic individuals who are pursuing post-secondary education, training or vocation. They are asked to share how being a student with autism has impacted their education, as well as what their educational goals and plans are.

*Mr. Richard Haskayne, celebrated entrepreneur and philanthropist added his wisdom and expertise to the early development of the Sinneave Family Foundation as a founding Board Member from 2008-2012.*

“I like to believe that we will someday reach a point when the world is no longer divided into society and outsiders, and we can all be ourselves”

— RICHARD HASKAYNE SCHOLARSHIP RECIPIENT  
who found her niche in university studying Film Studies and English.

#### **Directors Awards**

70 iPads were awarded through the original iPad Bursary. This program recently became part of the broader Directors Award which acknowledges that specific experiences or equipment can support emerging adults to build independence or improve quality of life, yet certain financial circumstances may restrict individuals from accessing these experiences or equipment.

*The Directors Award honours the commitment and volunteer service of both current and previous members of Sinneave's Board of Directors.*

“Thank you for making the world a better place and communication a more fun thing to do!”

— FAMILY OF IPAD RECIPIENT

## THE WAY FORWARD

This year marks the beginning of the next chapter for Sinneave and the individuals, families and communities we serve. What we have learned over our first 10 years of operation has helped us refine our focus as we look ahead. We have bold targets. In the next five years, we will look for opportunities to work with leaders from all sectors, industries and locations toward these common goals:

- Ensuring credible information and navigation support is accessible to anyone.
- Improving education and employment outcomes for people with autism.
- Leading in the development of supported independent living models for all individuals impacted by autism in Alberta.



## OUR THANKS

This report highlights a few of Sinneave's initiatives from our first decade of work. Many others have made important contributions to the successes in that time. In addition to our Board, Staff and predecessors, we would like to thank our donors and funders, and all of the individuals, families, caregivers, professionals, agencies, industries, and governments that have been important partners during our first 10 years.



Tom Collins

"My time as the first President of the Foundation was one of the most rewarding experience in a long career. As is always the case the role was to help shape a direction, create a focus for our work and then get out of way of the talented people who could actually do the work. In the end, the thing I am most proud of is the team!"

—TOM COLLINS, Past President,  
The Sinneave Family Foundation



Dr. Margaret Clarke

"When the Sinneave family first envisioned a foundation devoted to autism over a decade ago, they spoke about the need to build a strong organization that would tackle formidable, complex, and connected problems they saw in their own family. I am honored to have helped start The Sinneave Family Foundation and help bring it forward to this moment in history. It has been a privilege and a responsibility to steward the assets and legacy, and to help shape its future."

—DR. MARGARET CLARKE, Professor, Pediatrics  
University of Calgary, Founding Executive Director  
and Co-creator of Worktopia





## **BOARD OF DIRECTORS**

We acknowledge and thank The Sinneave Board of Directors for the gift of their time, dedication and thoughtful governance.

## **PREVIOUS BOARD MEMBERS**

Dr. Jodi Abbott  
Christopher (Chris) Burrows  
Jack Davis  
Dr. David Dodge  
Dr. James Fraser Mustard  
Perry Mack  
C.E. (Chuck) Shultz  
James (Jim) Sinneave  
David Tuer

## **HONORARY BOARD MEMBER**

Richard Haskayne

**Our legacy will be measured  
through shared **IMPACT.**  
We invite you to join us  
on the journey.**

## **CURRENT BOARD MEMBERS**

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Tanya McLeod

## **FORMER PRESIDENT**

Tom Collins

## **FOUNDING EXECUTIVE DIRECTOR**

Dr. Margaret Clarke



**Sinnave**

FAMILY FOUNDATION

10 YEARS

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